



Alaska Air National Guard Active Guard Reserve (AGR) Position Announcement # **AKANG 15-25A**



(On-Board Only / Transfer Employment Authorization)

Dual Advertisement with Technician Advertisement R1275400

<http://dmva.alaska.gov/employment.htm>

POSITION TITLE: Human Resource Officer	AFSC: 38P4	OPEN DATE: 12 DECEMBER 2014	CLOSE DATE: 19 JANUARY 2015 (CHANGE)
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UNIT OF ACTIVITY/DUTY LOCATION: JFHQ / AK National Guard, Joint Base Elmendorf-Richardson, Alaska	GRADE REQUIREMENT: Minimum: O5*Eligible for Promotable to O6* Maximum: O6
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SELECTING SUPERVISOR: State Selection Board	VACANCY: VACANT	PHYSICAL PROFILE: PULHES – 323222 (CHANGE)
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AREAS OF CONSIDERATION (CHANGE)

Area 1 On Board AKANG AGR (ANY AFSC)

Area 2 Alaska Air National Guard members (ANY AFSC)

Area 3 Nationwide (Military members eligible for membership in to the AKANG (MUST HOLD 38P4 or 65F4 AFSC)

All applicants MUST meet the grade requirement and physical/medical requirements outlined

MAJOR DUTIES MAY INCLUDE

- Serve as primary staff advisor to The State Adjutant General, staff elements, and operating official on matters pertaining to manpower and human resources management
- Develop and administer state rules and procedures adapted from policies prescribed by the National Guard Bureau (NGB), the Office of Personnel Management (OPM), Department of the Army, and Department of the Air Force
- Establish and maintain liaison with the U.S. Office of Personnel Management area office, and other human resources offices
- Responsible for the human resources management of all employee dispersed throughout a state, engaged in a variety of jobs under the Federal Wage and General Schedule pay systems as well as military and state pay schedules
- Direct human resources programs to includes providing recruitment and placement, position classification and management, labor and employee relations, equal employment opportunity, employee development and training, and related clerical and administrative functions for a workforce
- Develop, control, program and allocate manpower resources in support of the Alaska National Guard planning, programming, budgeting and execution process
- Institute customer service practices designed to meet the needs of commanders, supervisors and the force at large
- Act as J1 Director for AKNG Joint Operations; report accurate and timely personnel accounting and strength reporting data from each unit attached or assigned to JTF 49; coordinate for special staff support (Chaplain, JVB, JAG and State Surgeon), casualty reporting, pay and entitlements, personnel performance evaluations and awards
- Perform additional duties as assigned

INITIAL ELIGIBILITY CRITERIA

- **SECURITY CLEARANCE – Secret (eligible to obtain)**
- **Eligible for promotion to O6:** Must have completed 3 years of promotion service in O5 grade
- Upon selection, approval of Exceptional Family Member Program is Required for members with dependants

PREFERRED QUALIFICATIONS

- Knowledge of the following core competencies: Force Development, Career Development, Force Management, Civilian Employee Management, Requirements Determination, Organization Principles, Performance Management, Manpower Resource Allocation, Customer Support, Readiness, Food Operations, Fitness Operations, Lodging Operations, Recreation, Protocol, Resource Management, Mortuary Affairs, Casualty, SAPR, EO, Resiliency and Quality of Service Programs
- Master's degree in human resource management or business administration is desirable
- Command experience

See page 3 for All Required Documents for Considerations

!!! IMPORTANT NOTICE!!!

Applications will be screened AFTER the job closing date, not prior. Please review your application for accuracy prior to submission to HRO. Nothing will be added to the application after the COB on the closing date.

Due to the increased volume of AGR applications, incomplete packets will not be considered for AGR selection and will result in disqualification.

It is extremely important to follow the application instructions contained in the job announcement.

REMINDERS:

All applications must be typed or printed in legible dark ink and must be signed and dated with original signature. **Applications received with an unsigned NGB 34-1 will not be forwarded for consideration.** Applications must be complete upon initial receipt, in 1 single PDF package with *NO* blank pages emailed to AKNG-Apply@mail.mil. Hard copy applications will **NOT** be accepted. Please refer to FAQs below to assist further.

Alaska National Guard Human Resources Office will notify candidates whose application is not complete and/or disqualified via the email address provided in the application.

FREQUENTLY ASKED QUESTIONS (FAQ):

Q: If I feel I am qualified for a vacancy, but do not have all required criteria in the advertisement, will I be considered for the position?

A: No. HRO contains criteria and application procedures unique to a specific position. Criteria vary with each advertised position; however, all positions require eligibility for AKANG membership, certain experience and grade requirements. Do not submit a package unless all requirements are met.

Q: If I want to apply for more than one position, can I send one package for all?

A: No. Separate packages are required for each position.

Q: What does "Immediately promotable" mean?

A: Immediately promotable means that all requirements; Current Rank, Time in Grade, Time in service, PME, etc. have been completed for advancement to the next higher grade.
Refer to ANGI 36-2502 for Airman, ANGI 36-2504 for officers.

Q: May I find out who or how many others applied for the position?

A: No. We will not release any information on any applicant.

Q: How do I pull my vMPF RIP?

A: Log into the AF Portal. Select "virtual MPF" under Top Links (left hand side of home page). Click on "Record Review/Update" (lower left corner). Click on "View/Print All Pages".

Q: Do I need to submit an AF Form 422 with PULHES?

A: Yes. An AF Form 422 must be submitted with ALL applications. If an AF Form 422 is not available for some reason, a World Wide Duty Statement can be in replacement of your AF Form 422.

Q: How will I be notified if I am selected?

A: Official notifications will be made from the selecting supervisor. All notifications are accomplished via email or telephone to the addresses or phone numbers you provided. Do not take any action that will obligate you or the government on the assumption that you will be selected. This includes selling your home, quitting your job, etc. You are not considered "hired" until you have published orders in hand.

Q: How long would my AGR tour be?

A: As appropriate, members will be advised of the tour length when/if selected for a position prior to acceptance.

INSTRUCTIONS FOR APPLICANTS

Applicants must not be entitled to receive Federal military retired or retainer pay or Federal civil service annuities and not be eligible for immediate Federal civil service annuities	Individuals who have been separated from other military services for cause, unsuitability, or unfitness for military service are not eligible to enter the AGR program	IAW ANGI 36-101 "Initial tours may not exceed 6 years..." AGR tours may not extend beyond an Enlisted member's ETS or an Officer's MSD
Airmen must meet the minimum requirements for each fitness component in addition to scoring an overall composite of 75 or higher for entry into the AGR program. For members with a documented Duty Limitation Code (DLC) which prohibits them from performing one or more components of the Fitness Assessment, an overall "Pass" rating is required	Individuals selected for AGR tours must meet the Preventative Health Assessment (PHA)/physical qualifications outlined in AFI 48-123, Medical Examination and Standards. They must also be current in all Individual Medical Readiness (IMR) requirements to include immunizations. RCPHA/PHA and dental must be conducted not more than 12 months prior to entry on AGR duty and an HIV test must be completed not more than six months prior to the start date of the AGR tour. Individuals transferring from Title 10 (Regular Air Force or Reserve Component Title 10 Statutory Tour) are not required to have a new physical unless the previous physical is over 12 months old at time of entry into AGR status	An applicant's military grade cannot exceed the maximum military authorized grade on the UMD for the AGR position. Enlisted Airmen who are voluntarily assigned to a position which would cause an overgrade must indicate in writing a willingness to be administratively reduced in grade in accordance with ANGI 36-2503, Administrative Demotion of Airmen, when assigned to the position. Acceptance of demotion must be in writing and included in the assignment application package. <u>Application Package will not be forwarded without statement</u>
AGRs must have 12 months in assigned position or will not be considered for reassignment. <i>IAW ANGI 36-101. Airmen should remain in the position to which initially assigned for a minimum of 24 months. TAG may waive this requirement when in the best interest of the unit, State, or Air National Guard.</i>		
ANGI 36-101 "applicant must be able to complete 20 years of active federal service prior to MSD for officers and age 60 for enlisted members. Exceptions may be considered...."	If a selectee does not possess the advertised AFSC, he/she must complete the required training/assignment criteria within 12 months of being assigned to the position. Failure to do so may result in immediate termination. Extension past 12-months will only be considered if the delay is through no fault of the selectee	Any further questions regarding the AGR program may be answered in ANGI 36-101

APPLICATION PROCEDURES

Interested applicants who meet the eligibility criteria listed in this announcement may apply by submitting the below listed documents to AKNG-Apply@mail.mil. Hard copy applications will **NOT** be accepted. All applications must be typed or printed in legible dark ink and must be signed and dated with original signature. **Applications received with an unsigned NGB 34-1 will not be forwarded for consideration.** Applicants may include copies of training certificates or any documentation that may be applicable to the position they are applying for. **Per ANGI 36-101, the application package must include at minimum the signed NGB 34-1, current Report of Individual Person (RIP), and current Report of Individual Fitness. Items 1-8 are required by the Human Resource Office to determine initial qualifications.** If the required documents are not submitted, a letter of explanation must be included. **Incomplete packages will not be considered for the position vacancy.**

1. NGB Form 34-1 (Application Form for Active Guard/Reserve (AGR) Position (Available on <http://dmva.alaska.gov/employment.htm>)
2. CURRENT Records Review RIP (available on vMPF (<http://www.afpc.randolph.af.mil/vs>))
3. CURRENT PASSING Report of Individual Fitness (from Air Force Fitness Management Systems (AFFMS))
4. CURRENT AF Form 422 Notification of Air Force Member's Qualification Status (from clinic within 6 months days)
5. Statement confirming applicant meets All Initial Eligibility Requirements (Available on <http://dmva.alaska.gov/employment.htm>)
6. Cover Letter & Resume
7. Last 3 Officer Performance Evaluations (If applicable)
8. CURRENT AGR/Mobility/ADSW Orders (If applicable)
9. Letters of Recommendation will be accepted

EMAILING REQUIREMENTS:

Ensure all requirements are consolidated into **ONE** single PDF file with **MINIMUM** blank pages.

PDF File Name should be: (Position Announcement Number) Last name, First name, Grade

(Example: **ANG 15-25 Doe, Jane E1**)

Email Subject should be: (Position Announcement Number)

(Example: **ANG 15-25**)

Email Application Package to AKNG-Apply@mail.mil

QUESTIONS:

To verify receipt of application, you may call 907-428-6452 (DSN 317-384-4452)

REMARKS

Federal law prohibits the use of government postage for submission of applications.

THE ALASKA NATIONAL GUARD IS AN EQUAL OPPORTUNITY EMPLOYER

All applicants will be protected under Title VI of the Civil Rights Act of 1964. Eligible applicants will be considered without regard to race, age, religion, marital status, national origin, political affiliation or any other non-merit factor. Due to restrictions in assignment to certain units and AFSC/MOS some positions may have gender restrictions.